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AGREEMENT

between

Jersey City, City of
CITY OF JERSEY CITY

and

INTERNATIONAL UNION OF OPERATING ENGINEERS,
UNION LOCAL 68-68A, AFL-CIO

X JANUARY 1, 1988

THROUGH

DECEMBER 31, 1990

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PREAMBLE

This AGREEMENT, made this day of 1988,
by and between the CITY OF JERSEY CITY, hereinafter referred
to as the "Employer", and INTERNATIONAL UNION OF OPERATING
ENGINEERS, UNION LOCAL 68-68A, AFL-CIO, hereinafter referred to
as the "Union", has been created for the purpose of harmony and
mutual understanding between the Employer and the employees
represented by the Union in order that the operations of the
City of Jersey City shall proceed in an efficient and uninterrupted
manner at all times.

INTRODUCTORY STATEMENT

It is the intention of both the Employer, and the Union that
this AGREEMENT effectuate the policies of Chapter 303 of the Laws
of 1968, N.J.S.A. 34:13A-1 et seq. (hereinafter Chapter 303), and
be construed in harmony with the rules and regulations of the New
Jersey Civil Service Commission.

WITNESSETH:

WHEREAS, the Union has presented proof that it represents a
majority of public employees in an appropriate negotiating unit
as provided by N.J.S.A. 34:13A-5.3:

WHEREAS, the Employer and Union have conducted negotiations
in good faith with respect to grievances and terms and conditions
of employment:

IT IS AGREED AS FOLLOWS:

ARTICLE I

RECOGNITION

The Employer recognizes the Union as the exclusive representative for collective negotiations concerning the terms and conditions of employment for all employees within the classifications as follows:

Chief Stationary Engineer

Assistant Chief Stationary Engineer

Stationary Engineer/Fireman

Maintenance Engineer

Refrigeration Engineer (Ice Rink) Seasonal

Filter Operator (Swimming Pools) Seasonal

Boiler Operator

ARTICLE 11

CHURCH-ROSE

A. The Employer agrees to deduct the monthly Union membership dues from the pay of those employees who individually request in writing that such deductions be made. The amounts to be deducted shall be certified to the City by the Treasurer of the Union, and the aggregate deductions of all employees shall be remitted to the Treasurer once a month, after such deductions are made.

B. A written designation to terminate authorization for check-off must be received in writing by the Employer and Union July 1st, and filing of notice of withdrawal shall be effective to halt deductions as of January 1st or July 1st next succeeding the date on which notice of withdrawal is filed.

C. Agency Shop. Effective July 1, 1980, and in accordance with the agency shop statute, the City hereby agrees to deduct from the salaries of its employees, subject to this Agreement, dues for the Union.

1. Representation Fee.

a. Purpose of Fee. If an eligible member of this bargaining unit does not become a member of the Union upon being employed by the City, said employee will be required to pay a representation fee to the Union for that membership year. The purpose of this fee will be to offset

the employee's per capita cost of services rendered by the Union as majority representative.

2. Amount of Fee.

a. Notification. Prior to the beginning of each membership year, the Union will notify the City in writing of the amount of the regular membership dues, initiation fees and assessments charged by the Union to its own members for that year. The representation fee to be paid by non-members will be equal to 85% of that amount.

b. Legal Maximum. In order to adequately offset the per capita cost of services rendered by the Union as majority representative, the representation fee should be equal in amount to the regular membership dues, initiation fees and assessments charged by the Union to its own members, and the representation fee has been set at 85% of that amount solely because that is the maximum presently allowed by law.

If the law is changed in this regard, the amount of the representation fee automatically will be increased to the maximum allowed, said increase to become effective as of the beginning of the Union membership year immediately following the effective date of the change.

3. Deduction and Transmission of Fee.

a. Notification. The City will notify the Union upon hiring each employee, and the City will deduct from the salaries of such employees, in accordance with

paragraph 1.2.2. The full amount of the representation fee shall be paid to the Union by the City by the end of the year in question.

b. Payroll Deduction Schedule. The City will deduct the representation fee in equal installments, as nearly as possible, from the paychecks paid to each employee who chooses not to become a member of the Union during the remainder of the year in question. The deductions will begin with the first paycheck paid.

c. Termination of Employment. If an employee who is required to pay a representation fee terminates his or her employment with the City before the Union has received the full amount of the representation fee to which it is entitled under this Article, the City will deduct the unpaid portion of the fee from the last paycheck paid to said employee during the membership year in question.

d. Mechanics. Incept as otherwise provided in this Article, the mechanics for the deduction of representation fees and the transmission of such fees to the Union will, as nearly as possible, be the same as those used for the deduction and transmission of regular membership dues to the Union.

e. Charges. The Union will notify the City in writing of any change in the amount of the representation fee, and such changes will be reflected in

and the City will submit to the Union a list of all employees who began their employment in a bargaining unit position during the preceding 30 day period.

3. Notification. Within 30 days of the first day of each month, beginning with the month this Agreement becomes effective, the City will submit to the Union a list of all employees who began their employment in a bargaining unit position during the preceding 30 day period. The list will include names, job titles and dates of employment for all such employees. This list shall be in addition to the requirements of paragraph 3A above.

4. Indemnification. The Union, in exchange for implementation of said Agency Shop, hereby agrees to hold the City harmless against any and all claims or suits or any other liability occurring as the result of the implementation of this Agency Shop provision.

ARTICLE III

HOLIDAYS

A. The following fourteen (14) days shall be recognized as paid holidays:

1. New Year's Day
2. Martin Luther King Day
3. Lincoln's Birthday
4. Washington's Birthday
5. Good Friday
6. Memorial Day
7. Independence Day
8. Labor Day
9. Columbus Day
10. General Election Day (November)
11. Veterans' Day
12. Thanksgiving Day
13. Day after Thanksgiving
14. Christmas Day

B. Whenever any of the holidays listed above falls on Saturday, the preceding Friday shall be observed as the holiday.

C. Whenever any of the holidays listed above falls on Sunday, the succeeding Monday shall be observed as the holiday.

D. If the Mayor and Council of the City of Jersey City declare a special holiday for any other municipal employees, employees in this bargaining unit shall be entitled to such day off as well.

A. In the event of death in the employee's immediate family, he shall be granted time off from the day of death up to and including the day after the funeral, not to exceed five (5) days.

B. Immediate family shall be defined as follows: mother, father, son, daughter, sister, brother, husband, wife, son-in-law, daughter-in-law, father-in-law, mother-in-law, grandparents, grandchildren, sister-in-law, brother-in-law, and any relative of the employee residing in the employee's household.

C. In the event of the death of an employee's aunt, uncle, niece or nephew, he shall be granted leave off for the day of the funeral and suffer no loss of regular pay thereby.

D. Reasonable verification of the event may be required by the Employer, the City.

ARTICLE V

MILITARY LEAVE

Employees employed by the City of Jersey City shall be granted all applicable rights with regard to military leave under the State statutes and Federal laws governing same.

ARTICLE III

Section 1

A. All employees shall be entitled to sick leave with pay based on their accumulated years of service.

1. Sick leave may be utilized by employees when they are unable to perform their work by reason of personal illness, accident or exposure to contagious disease.

B. Amount of Sick Leave

1. All permanent employees shall be entitled to one (1) work day for each month of the first calendar year of employment, and fifteen (15) work days in each calendar year thereafter.

2. Any amount of sick leave not used in any calendar year shall accumulate to the employee's credit from year to year to be used if and when needed for such purposes as set forth above.

3. The City, at the end of each calendar year, shall notify the employee of the number of sick days the employee has remaining after deducting sick days used and determining the accumulation of same.

4. All temporary employees shall be entitled to one (1) work day for each month of the first calendar year of employment, not to exceed ten (10) work days, and then ten (10) work days for each calendar year thereafter.

5. Paragraphs 1 and 2 of this Section B shall

entitle him to sick leave, his Supervisor or Foreman shall be notified within a reasonable time prior to starting time.

2. Failure to notify the employee's Supervisor or Foreman may be cause of denial of the use of sick leave for that absence and constitute cause for disciplinary action.

3. Absence without notice for five (5) consecutive days shall constitute a resignation.

D. Verification of Sick Leave

1. An employee who has been absent on sick leave for five (5) or more consecutive work days shall be required to submit medical evidence substantiating the illness.

2. The appointing authority may require proof of illness of an employee on sick leave. Abuse of sick leave may be cause for disciplinary action under the guidelines herein set forth.

3. Absence due to exposure to contagious disease shall be accepted only if the Department of Health has declared the employee exposed, and proof of same shall be obtained by the City from the Department of Health.

4. The City may require an employee who has been absent because of personal illness, as a condition of the employee's return to duty, to be examined by a physician designated by the City at the expense of the City. Such

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employees.

A. Each employee shall receive three (3) personal days off per year, which shall not accumulate from year to year. Should any unusual circumstances prevail where an employee is not able to utilize his personal time in any given year, he will be able, with the City's consent, to use said time during the subsequent year only.

B. No employee shall be entitled to accumulate or utilize these days until they have completed six months of service with the City.

ing vacations:

Amount of Service

Vacation Days

Up to the end of the first calendar year	1 work day for each month
1st full year of service	12 work days
2 to 5 years of service	17 work days
6 to 10 years of service	20 work days
11 to 15 years of service	25 work days
16 years and over	30 work days

B. All temporary employees shall be entitled to the following vacation:

Up to end of first year of service	1 work day for each month (not to exceed 10 work days)
Every year thereafter	10 work days

C. Vacation time not granted employees shall accumulate for the next succeeding year only.

D. Upon request at the end of each calendar year, the City shall notify the employee of the number of vacation days the employee has due.

E. All vacation time not granted an employee shall be paid to the estate in the event of his/her death, to include vacation time for the year of his/her death.

F. Part-time refrigeration engineers and filter operators shall receive one (1) vacation day per month of employment with the City.

A. Disciplinary action may be imposed upon any employee only for just cause. Any disciplinary action or measure imposed upon an employee may be processed as a grievance procedure.

B. Whenever practicable, if the Employer has reason to reprimand an employee, it shall be done in a manner that will not unduly embarrass the employee before other employees or the public.

A. Seniority is defined as an employee's total length of service with the Employer beginning with his date of hire.

B. If two (2) employees are hired on the same date, seniority shall thereafter be determined on the basis of the civil service certification.

C. Seniority lists shall be established in the appropriate work unit.

1. In cases of lay-offs, demotions, determination of vacation schedules and overtime, seniority lists shall be utilized as one factor, along with ability to perform and job titles.

A. The City hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it prior to the signing of this Agreement by the Laws and Constitution of the State of New Jersey and of the United States.

B. The exercise of the foregoing powers, rights, authority, duties and responsibilities of the City, the adoption of policies, rules, regulations and practices in furtherance thereof, shall be limited by the terms of this Agreement, and then to the extent such terms are in conformity with the Constitution and Laws of New Jersey and of the United States, and the rules and regulations of the Civil Service Department of New Jersey.

C. The City shall have the exclusive right to install and introduce any new or improved production methods, working conditions or facilities to maintain efficient operations. The City retains its inherent right to direct and control its working force personnel, to determine the number of employees required and to designate the types of positions it deems necessary to function properly. Prior to the implementation thereof, the City shall discuss the proposed changes with the Union.

notice prior to the suspension of an employee.

A. The Employer and the Union both agree that they shall not discriminate against any employee because of race, color, creed, religion, nationality or sex.

B. Neither the City nor the Union shall discriminate against any employee due to that employee's membership, non-membership, participation, lack of participation, or activities on behalf of, or his refraining from activity on behalf of the Union.

A. Any grievance or dispute which may arise between the parties concerning the application, meaning or interpretation of this Agreement shall be settled in the following manner:

1. It shall be discussed with the employee involved and the Union representatives with the immediate supervisor or other representative designated by the City. The answer shall be made by such immediate supervisor to the Union.

2. If the grievance is not settled through Step 1, the same shall be reduced to writing by the Union and submitted to the division head, or any person designated by him, and the answer to such grievance shall be made in writing, with a copy to the Union.

3. If the grievance is not settled by Steps 1 and 2, then the Union shall have the right to submit such grievance to the Director of the department. A written answer to said grievance shall be served upon the individual and the grievance committee.

4. If the grievance is not settled through Steps 1, 2 and 3, then the aggrieved shall have the right to pursue all legal remedies afforded by provisions of the Civil Service Act.

shall have the right to submit such grievance to an arbitrator appointed by PERC. The arbitrator shall have full power to hear the dispute and make a final determination, which shall be binding on both parties. The cost of arbitration shall be born by the City and the Union equally.

6. The Business Manager of the Union, or his authorized representative, may report an impending grievance to the Department Director in an effort to forestall its occurrence.

B. Since adequate grievance procedures are provided in this AGREEMENT, the Union agrees that it will not engage in, encourage, sanction or suggest strikes, slowdowns, mass resignations, or mass absenteeism, or other similar action which would involve suspension of work that may disturb or interfere with the orderly operation of the City Departments.

C. "This Article shall apply to any difference of opinion, controversy or dispute between the parties hereto relating to any matter of wages, hours or working conditions, or any dispute between the parties involving the interpretation of application of the provisions of the Collective Bargaining Agreement."

A. Whenever practicable, the Employer shall at all times maintain safe and healthful working conditions, and will provide employees with any wearing apparel, tools or devices needed in order to insure their safety and health.

B. The City shall specifically purchase protective clothing for cleaning the boilers.

The Employer shall recognize and deal with one (1) Union representative designated by the Union through its internal processes.

Bulletin board space shall be allowed as available by the Employer at the various work locations for the exclusive use of the Union to post Union announcements and other information of a non-controversial nature. The Employer shall have the right to determine the location and space to be allotted for Union purposes. If it is necessary to add additional bulletin boards at any location, such expense shall be borne exclusively by the Union.

ARTICLE XVII

INSURANCE, HEALTH AND WELFARE

A. The City shall continue to maintain and provide all insurance coverage that is in force and effect at the present time, and increase the benefits of same as hereinafter set forth. For all benefits in this Article, the eligibility date for all new employees shall be the same as per Blue Cross/Blue Shield which are in accordance with the State Health Benefits Plan.

B. The City shall provide life insurance in the amount of ten thousand (\$10,000.00) dollars, and accidental death and dismemberment insurance in the amount of ten thousand (\$10,000.00) dollars, for each employee up to the age of sixty-five (65). Thereafter, the amount shall be reduced to five thousand (\$5,000.00) dollars.

C. Hospitalization: Employees shall receive fully paid Blue Cross/Blue Shield, with Rider J and Major Medical, to cover themselves and their dependents. In addition, said coverage, except for Rider J. shall be provided to all employees retiring after July 1, 1972, in accordance with State Statute covering same.

D. The City shall supply to employees all necessary legal advice and counsel in the defense of charges filed against them in the performance of their duty, or settlement

of claims for personal injury, death or property damage arising out of or in the course of their employment. And the City shall pay and satisfy all judgments against said employees from such claims.

E. The City will provide a family prescription plan. The maximum any employee will have to pay is two (\$2.00) Dollars on prescription.

F. The City will provide an optical plan to employees and their families to a maximum reimbursement of fifty (\$50.00)

Dollars. Effective January 1989 - \$65.00

Effective January 1990 - \$75.00

G. The City shall have the right to change insurance carriers, so long as substantially similar benefits are provided.

H. The City will continue to provide dental insurance to employees and their families as is currently in effect.

ARTICLE XVIII

SALARIES

A. Salaries for employees in this bargaining unit shall be in accordance with the following schedule:

TITLE

CHIEF STATIONARY ENGINEER

Effective	1st	Pay	January	1988	-	\$750.00
"	"	"	July	1988	-	\$750.00
"	"	"	January	1989	-	\$750.00
"	"	"	July	1989	-	\$750.00
"	"	"	January	1990	-	\$750.00
"	"	"	July	1990	-	\$750.00

STATIONARY FIREMAN/ENGINEER

Effective	1st	Pay	January	1988	-	\$700.00
"	"	"	July	1988	-	\$700.00
"	"	"	January	1989	-	\$750.00
"	"	"	July	1989	-	\$750.00
"	"	"	January	1990	-	\$750.00
"	"	"	July	1990	-	\$750.00

ARTICLE XIX

OPERATIVE ENGINEERING TRAINING

The City hereby agrees to contribute to the Local 68-68A Training Program Two (\$2.00) Dollars per week per full-time employee member (seasonals not considered full-time), such funds to be utilized by the Union to conduct training programs to qualify their membership for higher rated jobs within the City of Jersey City, as of January 1989.

ARTICLE XX

WAGE OF FULL

A. The regular working hours each day shall be consecutive, except for interruptions for luncheon periods.

B. For full-time employees, the regular work week shall consist of not more than forty (40) hours in any scheduled five (5) day period.

C. The employee is entitled to one (1) hour lunch period per day worked.

D. Employees who are unable to leave their work station for lunch shall accrue no additional compensation. The wage rates set forth in Article XVIII include such compensation as part of base pay.

E. Pursuant to Chapter 13-Section 13-30 of The Municipal Code of Jersey City, the Winter Schedule for members of this unit will begin on the 1st Monday in October, and end on or about April 30.

ARTICLE XXI

SPECIAL PROVISIONS

A. Should any portion of this Agreement be held unlawful and unenforceable by any court of competent jurisdiction, such decision of the court shall apply only to the specific portion of the Agreement affected by such decision.

B. The representatives of the Employer and of the Union may, by mutual consent, adopt written memoranda covering in more specific terms the interpretation or application of this Agreement in order to make it more suited to a specific bargaining unit or for other special circumstances. Such memoranda shall not conflict with this Agreement, the latter being the controlling factor should any dispute arise.

C. The benefits provided for in this Agreement shall accrue only to those regular non-seasonal employees in the employ of the City on the date that this document is signed. Such benefits will also accrue to those employees hired after the date of signing of this document.

D. Part-time employees (those employees working twenty [20] hours or over) shall receive hospitalization, life insurance, and a pro rata share of monetary increases mandated by this Agreement.

E. All part-time employees working less than twenty

(20) hours shall receive a pro rata share of time off,
including vacation, sick leave, and other benefits. They shall
receive no other benefits except as specifically set forth
in this Agreement.

ARTICLE XVII

RIGHTS OF THE PARTIES

Any provision of this Agreement may be changed or supplemented, provided both parties mutually agree in writing.

ARTICLE XXIII

LONGEVITY

A. All employees shall receive longevity payments in addition to their base salary provided below.

B. Longevity payments shall be made in accordance with the following schedule:

After 5 years of service	\$ 200.00
After 10 years of service	400.00
After 15 years of service	600.00
After 20 years of service	800.00
After 25 years of service	1,000.00
After 30 years of service	1,200.00

ARTICLE XXIV

OVERTIME

1. Any employee who is recalled to work on a day during their regularly scheduled work week shall receive straight time for all hours worked up to and including forty (40) hours worked. Any hours so worked beyond forty (40) shall be compensated at time and one-half. For purposes of determining "hours worked," vacation leave with pay, personal days with pay and paid holidays will count. All other time, whether with or without pay, shall not count as hours worked.

2. Hourly rates will be determined by dividing the annual salary by 2088 hours for 40 hour employees, and 1827 hours for 35 hour employees.

3. Any employee who is required to work on the sixth or seventh consecutive day of his/her work week shall receive time and one-half for the sixth day and double time for the seventh day. These rates shall prevail even if the forty (40) threshold is not reached during the first five (5) days of the employee's work week.

4. Any employee who is required to work on a holiday shall receive triple time.

5. Employees who are recalled on emergency work shall receive a minimum guarantee of four (4) hours at the appropriate overtime rate, provided, however, that the City shall have the right to retain the employee for the four (4) hours.

ARTICLE XXIV

OVERTIME

6. Overtime shall be assigned based upon a unit's seniority list within each unit and qualifications to do the particular job.

7. There shall be no compensatory time given in lieu of work that can be considered overtime.

8. The City shall distribute paychecks by 3:00 p.m. on pay day, barring any unusual circumstances. The City will notify the Union prior to scheduling overtime whenever possible.

9. Except in exigent circumstances, the City agrees to pay for overtime within two (2) weeks.

10. All changes in overtime pursuant to this AGREEMENT shall be effective with the pay period following the date of execution hereof.

11. Any employee working from 3:00 p.m. to 7:00 a.m. will receive a shift differential of \$.30 per hour.

ARTICLE XXV

Voluntary Political Contributions

If any City legislation becomes effective during the life of this AGREEMENT allowing the City to deduct voluntary political contributions from an employee's salary, the City and the Union will meet to negotiate an explicit Article, to the extent such legislation provides.

ARTICLE XVI

OUT-OF-TITLE AND TEMPORARY APPOINTMENTS

A. Temporary Appointments: If an employee is assigned to fill an open position in an acting capacity pending a Civil Service examination, said employee shall serve a probationary period of thirty (30) days. At the conclusion of the thirty (30) day period, the employee shall receive either an increase of five percent (5%) of the minimum of the title to which s/he is being assigned, or the minimum pay of the title to which s/he is being assigned, whichever is greater. The City shall call for an examination within the thirty (30) day period. In the event the employee is returned to his/her previous title, s/he shall revert to the original salary.

B. Out-of-Title Work: Where an employee is assigned to perform the duties of a higher classified position for a period of short duration, that employee shall be considered in an "out-of-title" capacity, and shall receive an additional five (\$5.00) dollars for each full day of such "out-of-title" service.

ARTICLE XXVII

TERMINATION

This AGREEMENT shall become effective January 1, 1988 and shall terminate on December 31, 1990. It may be extended by the written mutual agreement of both parties.

INTERNATIONAL UNION OF
OPERATING ENGINEERS,
LOCAL 68-68A, AFL-CIO

CITY OF JERSEY CITY
HUDSON COUNTY,
NEW JERSEY

attest
Helen J. Kozminski
City Clerk

BY: Richard J. DiStasio
Business Manager

BY: Anthony J. Corva
Mayor

Thomas P. DiStasio
President

[Signature]
Business Administrator

Blanche H. Reed
Recording Secretary

[Signature]
Director, Labor Relations

[Signature]
Business Representative